

## **VA MARYLAND HEALTH CARE SYSTEM (VAMHCS)**

### **VAMHCS Safe Patient Handling and Movement Coordinator Nurse III**

**Functional Statement for:** \_\_\_\_\_, RN

Rating Period: From: \_\_\_\_\_ to \_\_\_\_\_

#### **I. OVERVIEW**

The VAMHCS Safe Patient Handling Coordinator (SPHC) is a professional nurse who provides leadership and assumes continuous responsibility for the development, implementation, coordination, maintenance and evaluation of the VAMHCS Safe Patient Handling Program. The SPHC provides leadership in supporting VAMHCS "Culture of Safety" across services, clinical centers and/or disciplines. The incumbent has VAMHCS wide responsibilities to coordinate the Safe Patient Handling initiative including but not limited to developing and implementing an overall strategic plan for safe patient handling and movement. The incumbent is responsible for collaborating with services and departments to implement a needs assessment; develop/coordinate employee educations plan for injury prevention and proper usage of equipment and actively participate in the selection of mechanical lifting devices and other equipment aids during performance of high-risk patient/resident handling tasks. The incumbent is also responsible for the continuous evaluation and improvement of the VAMHCS program for Safe Patient Handling. He/she reports to the Deputy Chief Nurse Executive, Perry Pont/ Loch Raven

#### **II. QUALIFICATIONS:**

The Safe Handling Facility Coordinator is a US citizen and holds a current and unrestricted license as a registered nurse. The incumbent has either:

- A Master's Degree in nursing or related field from a state approved school of nursing accredited by either the National League for Nursing Accrediting Commission (NLNAC) or the Commission on Collegiate Nursing Education (CCNE) with a Bachelors of Science in Nursing or a related field is required.
- A Doctoral degree in nursing or a related field from a regionally accredited university or college

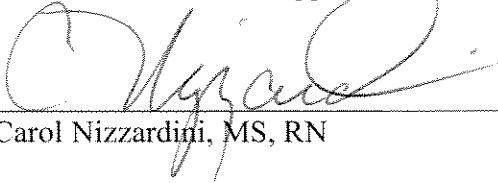
At least two to three years of exemplary clinical experience with demonstrated leadership skills is required. The SPHC must have demonstrated ability to collaborate effectively with interdisciplinary groups as well as have effective interpersonal, verbal and writing skill. S/he must have the physical and mental capability to satisfactorily perform assigned duties.

#### **III. SCOPE OF PRACTICE:**

The SPHC supports the VAMHCS policy of providing a culture of safety, ensuring that patients/residents are cared for safely while maintaining a safe work environment for employees. S/he provides leadership in the assessment, implementation, and evaluation of the VAMHCS Safe Patient Handling Program. S/he collaborates with multi-disciplinary personnel, network Safe Patient Handling experts, VA Safety Center, and vendors to achieve the program goals. The incumbent coordinates resources with other services and disciplines. The incumbent promotes use of established assessment criteria, plan of care and algorithms for safe patient handling and movement. The SPHC develops and coordinates staff educational programs including providing oversight for Unit based Patient/Resident Safety Liaison training and activities. S/he develops VAMHCS policies, procedures, protocols, etc as needed to support safe patient handling and movement. The SPHC participates in

and provides oversight for equipment selection and purchases to meet current and future needs for safe patient handling. The SPHC assures compliance with performance measures and standards of accrediting bodies. He/she promotes evidence-based practice for safe patient handling and movement. Shares expertise in safe patient handling and movement by participating in professional organizations, consultation, presentations and/or publication. Using an analytical framework, he SPHC evaluates program outcomes with Occupational Health, the Office of Workman's Compensation and Pension and the VAMHCS Safety Office by monitoring trends, identifies performance improvement opportunities, initiates actions, and reporting status of Safe Patient Handling and Movement Program to VAMHCS leadership.

Functional Statement Approved:



Carol Nizzardini, MS, RN

12/15/08  
Date

### **CRITERIA BASED PERFORMANCE STANDARDS** **Safe Patient Handling and Movement Coordinator**

#### **CATEGORY I - PRACTICE**

1. **Practice: Provides leadership in the application of the nursing process to client care, organizational processes and/or systems, improving outcomes at the program or service level.**

	Met	Not Met
a. Provides leadership in the application of the nursing process (assessment, diagnosis, outcome identification, planning, implementing and evaluation) in the provision of SPH throughout the facility.		
b. Analyzes, interprets and prioritizes ergonomic data, including employee and patient injuries related to SPH.		
c. Provides leadership and coordination of the facility multidisciplinary SPH Committee		
d. Coordinates remediation of equipment issues with manufacturers and facility contracting, facilities management, facilities contracting and other applicable service.		
e. Identifies, proposes and oversees SPH equipment to meet current and future facility needs.		
f. Develops the Unit Peer Leader program to facilitate facility-wide implementation of the SPH program		

2. **Quality of Care: Initiates interdisciplinary projects to improve organizational performance.**

a. Systematically evaluates and improves the quality and effectiveness of SPH delivery throughout the facility		
b. Provides leadership on interdisciplinary committees, task forces or other groups that have the objective of improving organizational performance.		
c. Uses quality improvement findings to provide guidance and direction in the provision of SPH throughout the VAMHCS		
d. Identifies performance improvement opportunities and initiates actions.		
e. Evaluates compliance with JCAHO standards where applicable.		

3. **Performance: Uses professional standards of care and practice to evaluate programs and/or service activities.**

a. Continually evaluates the facilities Safe Patient Handling program Collects and submits facility data related to national SPH performance measures and data requests		
b. Evaluates own clinical practice in relation to professional advanced practice standards.		
c. Provides oversight for SPH program monitoring progression and achievement of program goals and objectives		
d. Evaluates clinical practice within the Clinical Center/Service Line based on established external standards of accrediting bodies		

4. **Education/Career: Implements an educational plan to meet changing program or service needs for self and others. Maintains knowledge of current techniques, trends, and professional issues.**

a. Maintains proficiency in current technologies and software applications in health care including Vista, DHCP, Outlook, and CPRS.		
b. Coordinates education, training and competency assessment of Unit-Peer Leaders and staff in the use of equipment and SPH program elements.		
c. Fulfills continuing education performance measures established for VISN 5.		
d. Attends national conferences and participates in conference calls to stay current with SPH technology, trends and professional issues.		

5. **Research: Collaborates with others in research activities to improve care.**

a. Incorporates evidenced based research findings into clinical practice.		
b. Revises SPH practice based on evidenced based research findings.		
c. Validates SPH practice on the basis of Evidence-Based knowledge.		

d. Collaborates with peers, nursing staff, and other disciplines in developing conducting and evaluation SPH research activities and programs.		
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6. **Resource Utilization: Manages program resources( financial, human, material, or informational) to facilitate safe, effective and efficient care.**

a. Communicates and coordinates with inter-disciplines about equipment selection, installation and maintenance with facility contracting, facilities management and other applicable services.		
b. Develops and implements SPH facility equipment tracking mechanisms.		
c. Identifies and assesses resource utilization and safety issues related to the provision of SPH, in collaboration with the Safety Officer, throughout the VAMHCS		
d. Evaluates injuries to employee and patients related to SPH in collaboration with Workman's Compensation and the Safety Office and takes remedial actions.		

**CATEGORY II - INTERPERSONAL RELATIONS**

1. **Collegiality: Contributes to the professional development of peers, colleagues and others. Coaches colleagues in team building. Makes sustained contributions to health care by sharing expertise within the outside the facility**

a. Actively participates in VAMHCS ad hoc, nursing, or health care committees as well as local/community and/or national organizations.		
b. Provides expertise and oversight of SPH in relevant clinical areas		
c. Provides expertise and oversight of facility SPH Bariatric issues		
d. Contributes to the knowledge of others through participation in professional organizations, consultation, presenting at meetings and/or publication.		

2. **Ethics: Provides leadership in identifying and addressing ethical issues that impact client and staff, including initiating and participating in ethics consultations.**

a. Maintains confidentiality in clinical practice.		
b. Seeks available resources to formulate ethical decisions including referrals to the VAMHCS Ethics Committee.		
c. Applies EEO principles and is sensitive to human diversity in all aspects of clinical practice.		
d. Provides direction and guidance to the clinical staff in a manner that preserves and protects human autonomy, dignity, and rights.		

**3. Collaboration: Uses interpersonal skills as they relate to working with clients, significant others and healthcare providers. Uses the group process to identify, analyze, and resolve care problems.**

a. Collaborates with the SPH committee, and other Medical Center committee in assessing and evaluating the SPH Program.		
b. Collaborates with managers to develop a strategy for dissemination of information, education, supervision and support of the Unit-Peer-Leaders		
c. Collaborates with nursing and other related clinical services and staff in equipment selection and implementation		
d. Collaborates with Facilities and Engineering Management, Acquisitions & Material Management, Facility Operations, OWCP, and Safety regarding facility SPH needs.		

Rater: \_\_\_\_\_  
Date

Employee: \_\_\_\_\_  
Date

Approved by: VAMHCS NURSE EXECUTIVE